2014 Alberta Labour Mobility Survey

Survey results on the Labour Mobility of Out-of-Province Certified Individuals to Alberta in 2014

Domestic and International Labour Mobility Unit
Workforce Strategies Division
Ministry of Labour

Alberta Government

Introduction

Alberta has entered into two agreements to support domestic labour mobility: the *Agreement on Internal Trade* (*AIT*)[1] and the *New West Partnership Trade Agreement* (*NWPTA*)[2]. Under these agreements, a certified worker in good standing in one Canadian jurisdiction can apply to another jurisdiction which regulates the same occupation, without having to meet additional education, assessment, training or experience requirements. Eliminating or reducing these barriers saves time and resources for individuals and employers.

The ability of individuals to access employment opportunities and to pursue their chosen career across Canada is critical to building healthy families and communities. Strong labour mobility can help address labour market challenges and maintain a strong economy.

Alberta's labour supply of certified individuals comes from three sources: Alberta (i.e. new graduates entering regulated occupations in Alberta); certified Canadian individuals from other jurisdictions; and internationally-trained individuals. This report will focus on the domestic labour supply in 2014 of newly certified individuals in Alberta and certified Canadian individuals from other provinces and territories. The survey data used in this report provides important information to support and inform labour force planning across a number of government ministries, industry and labour groups.

Alberta Labour Mobility Survey Methodology

The survey was conducted under the auspices of the Federal/Provincial/Territorial Labour Mobility Coordinating Group (LMCG). The LMCG was established by the Forum of Labour Market Ministers to oversee the implementation of Chapter 7 (Labour Mobility) of the *AIT*. The LMCG is responsible for gathering information for an annual Pan-Canadian evaluation of the effectiveness of labour mobility. The LMCG developed a questionnaire for jurisdictions to send to their respective professional regulatory organizations (PROs).

In January 2015, the Ministry of Labour[3] undertook a population survey of Alberta PROs through the *2014 Alberta Labour Mobility Survey*, of which 85 per cent (57 PROs)[4] responded.

---

[1] The *AIT* is an intergovernmental trade agreement facilitating the movement of people, goods, services and investment, signed by the Government of Canada and other provinces and territories (except Nunavut) in 1994. In 2009, amendments to strengthen Chapter 7 on labour mobility were put in place to eliminate unnecessary interprovincial barriers that restrict labour mobility for certified individuals in regulated occupations. To view the *AIT*: Chapter 7 or learn more about labour mobility in Canada, please visit the Forum of Labour Market Ministers website at flmm-lmcg.org.

[2] The *NWPTA* was signed by the Premiers of British Columbia, Alberta and Saskatchewan in 2010. Information about this agreement and the labour mobility provisions that allow certified individuals to practice their occupation in the three western provinces can be found at newwestpartnershiptrade.ca.

[3] In Alberta, the Ministry of Labour ensures implementation of the labour mobility sections of these trade agreements. For further details and contact information, please see work.alberta.ca/labourmobility or email JSTL.labourmobility@gov.ab.ca.

[4] Not all of the survey responses were used in the analysis due to issues with interpreting or understanding the data that was reported.

Labour Mobility Rates

For the purposes of this report, labour mobility rate can be defined as the percentage of out-of-province applicants applying to an Alberta PRO out of the total number of domestic applicants. The 2014 survey report contains data for 88 occupations reported by Alberta PROs for the 2014 calendar year. For a complete list of the labour mobility rates to Alberta for out-of-province applicants, see the highlighted column in Appendix A.

During 2014, Alberta's PROs received a combined total of 42,897 new applications for all[5] regulated occupations in Alberta excluding trades occupations[6] (Table 1). Of this total, 32,599 or 76 per cent of applications were from Alberta applicants seeking registration for the first time, and 10,298 or 24 per cent were from already certified out-of-province applicants.

Table 1: Alberta and Out-of-Province Applicants Entering a Regulated Occupation by Occupational Groups[7]

Occupational Groups	Alberta Applicants[8]		Out-of-Province Certified Applicants		Total Applicants
Business, Finance and Real Estate	7,159	70%	3,017	30%	10,176
Engineering, Architecture, Science and Technology	13,499	80%	3,324	20%	16,823
Health and Social Services	6,899	74%	2,455	26%	9,354
Legal, Education and Government	5,030	77%	1,502	23%	6,532
Other	12	100%	0	0%	12
Total	32,599	76%	10,298	24%	42,897

Labour mobility rates for certified out-of-province applicants varied across occupational groups. The Business, Finance and Real Estate group had the highest rate at 30 per cent, and the Other group had the lowest rate at 0 per cent.
Overall, the labour mobility rate for out-of-province certified individuals coming to Alberta is substantial. Across occupational groups, high mobility rates to Alberta are reported for:

- Business, Finance and Real Estate at 30 per cent;
- Health and Social Services at 26 per cent;
- Legal, Education and Government at 23 per cent; and

[5] Of the complete data that was available for analysis.
[6] Data on out-of-province trades workers is not available.
[7] Survey data was organized in Occupational Group categories adapted from Certification Requirements for Employment in Alberta. The Occupational Group categories are outlined here: occinfo.alis.alberta.ca
[8] Alberta Applicants incudes new Alberta applicants and Canadian residents applying for first licensure entering into regulated occupations in Alberta. The data does not include internationaily trained applicants or license renewals.

- Engineering, Architecture, Science and Technology at 20 per cent.

Labour Mobility Rates within Occupational Groups

Very high out-of-province labour mobility rates to Alberta occur within occupational groups. Listed below is a sample of occupations with the highest labour mobility rates within their occupational groups.

Chart 1

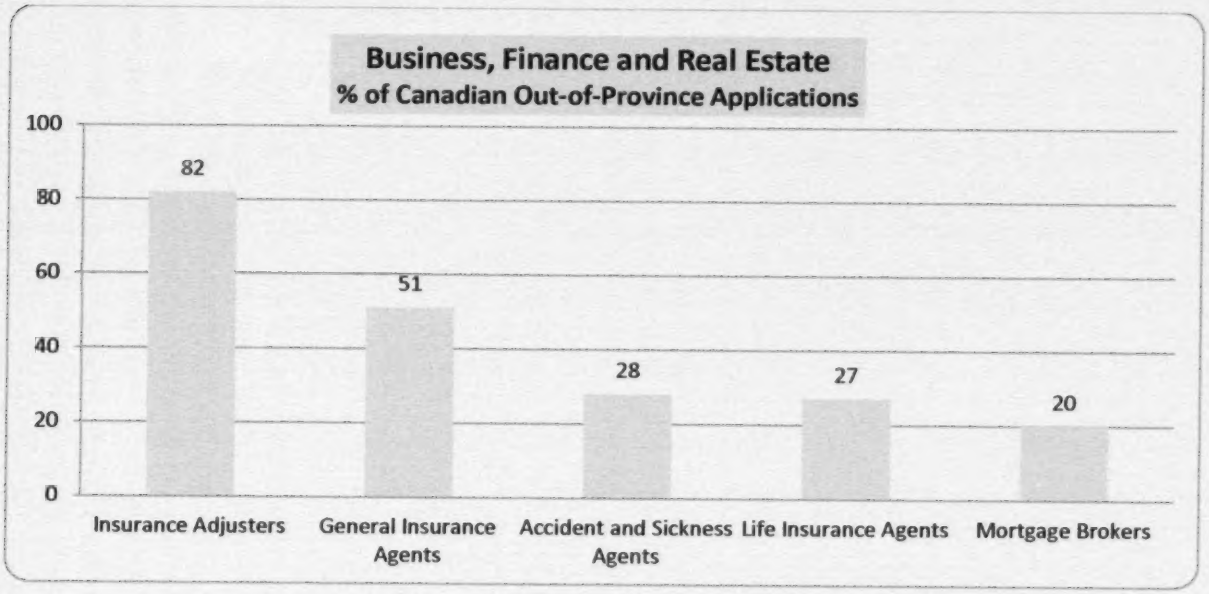


Chart 2

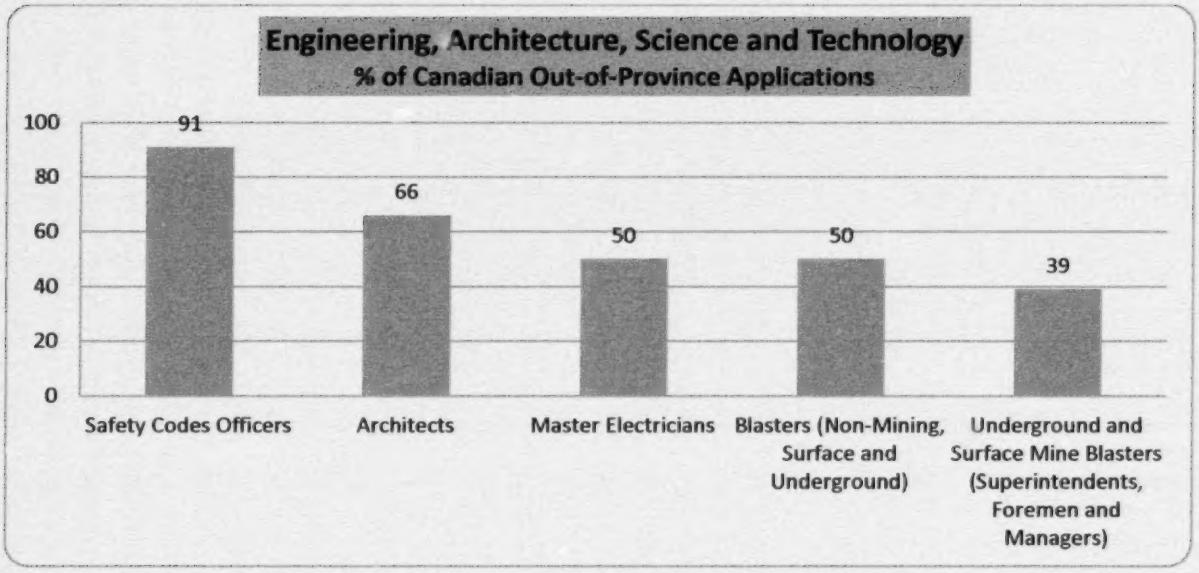


Chart 3

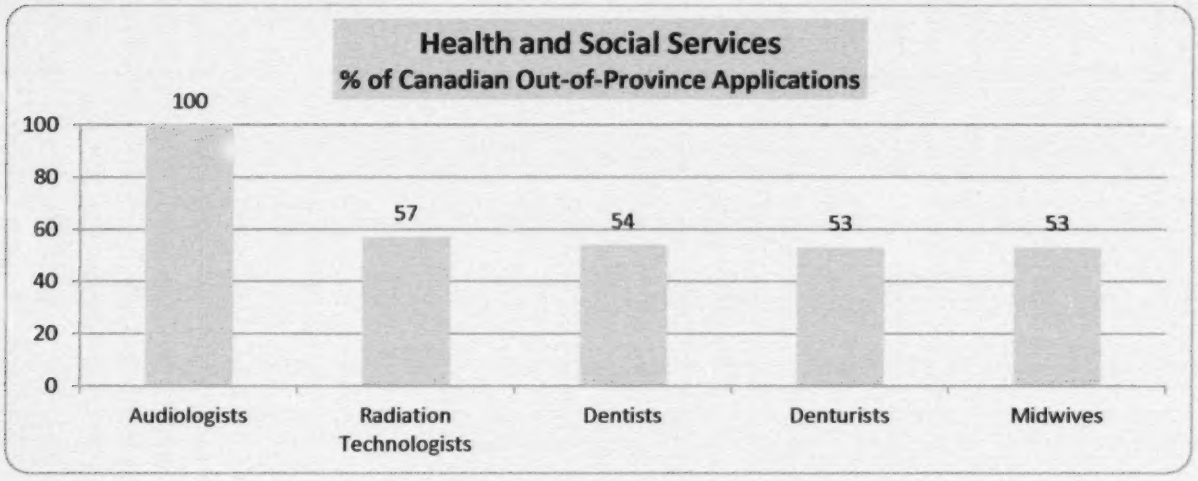
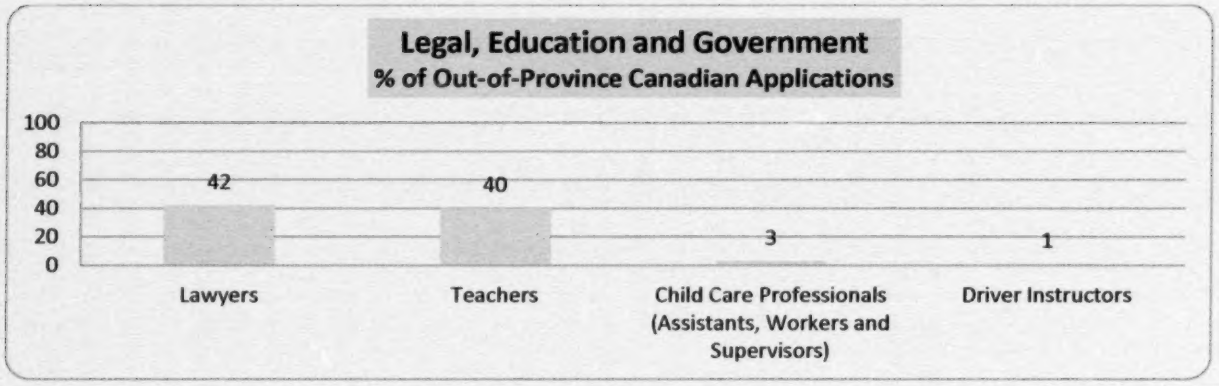


Chart 4



The top 10 regulated occupations reporting the highest number of out-of-province applicants to Alberta are provided in Table 2. Engineers had the highest number of out-of-province applicants, at 1,303, followed by Teachers at 1,261.

Table 2: Top 10 Regulated Occupations Reporting Highest Number of Out-of-Province Applicants to Alberta

Occupation	Out-of-Province Certified Applicants to Alberta
Engineers	1,303
Teachers	1,261
General Insurance Agents	951
Licensed Practical Nurses	774
Pressure Welders	761
Accident and Sickness Agents	751
Life Insurance Agents	639
Registered Nurses	599
Power Engineers	384
Insurance Adjusters	365
TOTAL	**7,788**

Out-of-province applicants in these 10 occupations account for approximately 76 per cent of all labour mobility applicants to Alberta for the reporting period. Comparing this list to Alberta's Short-Term Employment Forecast (STEF) for 2015-2017, seven of these occupations are in

high demand, moderately high demand or medium demand[9].

Application Processing Time

Chapter 7 requires PROs to ensure out-of-province individuals already certified in a regulated occupation in another province or territory are certified and eligible to work as soon as possible, and that no unnecessary delays result when reviewing an application.

The data indicate that Alberta PROs are processing out-of-province applications faster than Alberta applications. This is not unexpected given that out-of-province applicants have already met the requirements for initial licensure in another province or territory. The average processing time[10] for new Alberta applicants, from the time the application is complete to receiving certification/licensure, is 16 business days. The average processing time for certified out-of-province applicants, from the time the complete application is submitted to receiving certification/licensure, is 11 business days. Across all occupational group categories, the average processing time for certified out-of-province applications was five days shorter than for new Alberta applications.

Labour Mobility Trends

The LMCG labour mobility survey provides annual information about labour mobility rates of certified individuals to Alberta. Due to inconsistencies in reporting, an exact comparison between survey data from 2012[11], 2013[12] and 2014 is limited; however, the following general observations can be made:

Within the Business, Finance and Real Estate occupational group, the percentage of applicants from out-of-province certified individuals was consistently high across insurance occupations (insurance adjusters, general insurance agents and life insurance agents). Application processing time in the insurance occupations averages one day, facilitating the efficient interprovincial movement of these individuals.

The Engineering, Architecture, Science and Technology occupational group continued to reflect a significant percentage of out-of-province applicants entering the natural resource sector in occupations such as blasters, engineers, foresters and power engineers.

---

[9] High demand: Licensed Practical Nurses; Moderately high demand: Civil Engineers; Electrical Engineers; Industrial and Manufacturing Engineers; Mechanical Engineers; Chemical Engineers; Petroleum Engineers; Registered Nurses; Medium Demand: Stationary Engineers; Welders; Insurance Managers; Insurance Agents and Brokers. The various engineering categories were counted as one type of occupation for the purposes of this survey report.

[10] Application processing time was calculated in business days. Where a range was provided the maximum was used to estimate the average processing time. Where weeks were reported they were calculated as business days. The processing time was calculated by taking the average for Alberta and Out-of-Province applicants separately and then any outliers that did not fall within 3 standard deviations from the average were removed. In a normal distribution, 99% of the population falls within 3 standard deviations.

[11] The Alberta Labour Mobility Survey 2012 is available at work.alberta.ca/documents/2012-alberta-labour-mobility-survey-report.pdf

[12] The Alberta Labour Mobility Survey 2013 is available at work.alberta.ca/documents/2013-alberta-labour-mobility-survey-report.pdf

The Health and Social Services occupational group reflected high overall labour mobility rates in 2012 (27 per cent), 2013 (29 per cent) and 2014 (26 per cent). In 2014, the top five health occupations with the greatest labour mobility had 50 per cent or more applications coming from out-of-province individuals.

In all three years, the Legal, Education and Government occupational group reported high percentages of out-of-province applications for lawyers and teachers.

Labour Mobility and Alberta's Labour Challenges

The following list includes some of the occupational groups regulated in Alberta with a forecasted labour shortage of more than 1,000 workers by 2023:

- Civil, mechanical, electrical and chemical engineers
- Computer and information systems professionals
- Physicians, dentists and veterinarians
- Nurse supervisors and registered nurses
- Heavy equipment operators
- Trades helpers and labourers

The average labour mobility rate for out-of-province individuals entering all regulated occupations (not including trades occupations) is 24 per cent. The occupational group that on average has the highest labour mobility is the Business, Finance and Real Estate group at 26 per cent.

Out of 34 health occupations, 21 PROs reported out-of-province labour mobility rates of 22 per cent or higher and 12 PROs reported labour mobility rates of 29 per cent or higher. PROs for the following health occupations reported receiving 29 per cent or more of new applications in 2014 from out-of-province certified individuals:

- Audiologists (100%)
- Radiation Technologists [RT] (57%)
- Dental Hygienists (31%)
- Dentists (54%)
- Denturists (53%)
- Midwives (53%)
- Optometrists (50%)
- Pharmacist (46%)
- Licensed Practical Nurses (42%)
- Naturopathic Doctors (39%)
- Paramedicine – EMT (39%), EMT-P (38%)
- Registered Nurses (29%)

According to Alberta's STEF for 2015-2017, licensed practical nurses are reported as high demand, registered nurses are reported as moderately high demand and pharmacists are reported as medium demand.

For further information about Alberta's forecasted occupational demand and supply for regulated occupations, see Alberta's Occupational Demand and Supply Outlook, 2013-2023.

Looking Forward

This report provides a snapshot of the number of new Alberta applicants for certification in regulated occupations, as well as the labour mobility rates for out-of-province certified individuals in regulated occupations to Alberta from January 1 to December 31, 2014. As well, it reviews the processing time for new Alberta applications and out-of-province certified individuals applying for registration in Alberta.

The survey data demonstrates that interprovincial labour mobility contributes to a substantial portion of the labour supply for many occupations. It also highlights the important role that PROs play to support domestic labour mobility in Alberta.

Information from this survey contributes to informing broader government policy development around labour supply and labour mobility. This data also contributes to a more complete understanding of Alberta's labour market supply and enhances Alberta's labour market information. Additionally, the data assists in framing discussions with PROs, industry and labour groups about labour mobility opportunities and challenges.

Labour mobility, as a key element of labour market efficiency, benefits industry, labour groups and certified individuals, and contributes to the overall productivity and economic success of Alberta, as well as Canada.

Appendix A
2014 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Business, Finance and Real Estate	Accident & Sickness Agents	1,955	72%	751	28%	2,706
	Certified General Accountants	363	82%	78	18%	441
	Certified Management Accountants**	610	100%	0	0%	610
	Certified Management Consultants	10	83%	2	17%	12
	Chartered Accountants	451	82%	99	18%	550
	Funeral Directors/Embalmers	30	86%	5	14%	35
	General Insurance Agents	905	49%	951	51%	1,856
	Insurance Adjusters	78	18%	365	82%	443
	Land Agents*	57	100%	0	0%	57
	Land Surveyors	15	88%	2	12%	17
	Life Insurance Agents	1,754	73%	639	27%	2,393
	Mortgage Brokers	179	80%	45	20%	224
	Municipal Assessors	19	95%	1	5%	20
	Real Estate Occupations (associates, brokers, appraisers)	632	90%	74	10%	706
	Supply Chain Management Professionals	101	95%	5	5%	106
Total		7,159	70%	3,017	30%	10,176

Appendix A

2014 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Engineering, Architecture, Science and Technology	Agrologists	276	90%	31	10%	307
	Animal Health Technologists*	114	100%	0	0%	114
	Architects	35	34%	68	66%	103
	Blasters (non-mining, surface & underground)	67	50%	68	50%	135
	Bridge Inspectors	3	100%	0	0%	3
	Chemists (Professional)	153	100%	0	0%	153
	Professional Technologists	91	100%	0	0%	91
	Certified Engineering Technologists (C.E.T)	645	93%	46	7%	691
	Certified Technicians (C.Tech)	29	100%	0	0%	29
	Engineers (Professional)	4,093	76%	1,303	24%	5,396
	Fired Process Heater Operators (FPHO)	1	100%	0	0%	1
	Forest Technologists (Professional)	17	85%	3	15%	20
	Foresters (Registered Professional)	38	81%	9	19%	47
	Geoscientists (Professional)	537	90%	62	10%	599
	Information Systems Professional*	16	100%	0	0%	16
	Inspectors, In-Service Boilers and/or Pressure Vessels	124	81%	29	19%	153
	Landscape Architects	47	81%	11	19%	58
	Master Electricians	5	50%	5	50%	10
	Pesticide Applicators & Dispensers	776	87%	109	12%	885
	Power Engineers	3,200	89%	384	11%	3,584
	Pressure Welders	1,850	71%	761	29%	2,611
	Private System Sewage Installers	128	100%	0	0%	128
	Safety Codes Officers	2	9%	20	91%	22
	Special Boiler Operators (SBO)	203	83%	43	17%	246
	Special Oilwell Operators (SOW)	400	64%	226	36%	626
	Steam Traction Engine Operators (SETO)	21	95%	1	5%	22
	Timber Scalers	65	96%	3	4%	68
	Underground and Surface Mine Blasters (superintendents, foremen, managers)	11	61%	7	39%	18
	Veterinarians	50	66%	26	34%	76
	Waste Reduction Specialists	43	84%	8	16%	51
	Water &/or Wastewater Operators	450	82%	100	18%	550
	Water Well Drillers	9	90%	1	10%	10
Total		13,499	80%	3,324	20%	16,823

Appendix A

2014 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Health and Social Services	Audiologists***	0	0%	6	100%	6
	Chiropractors	31	84%	6	16%	37
	Dental Assistants	389	90%	42	10%	431
	Dental Hygienists	144	69%	66	31%	210
	Dental Technicians/Technologists	17	89%	2	11%	19
	Dentists	51	46%	61	54%	112
	Denturists (Dental Mechanics)	8	47%	9	53%	17
	Dietitians/Nutritionists	60	73%	22	27%	82
	Electro Neurophysiology Technologists	5	83%	1	17%	6
	Hearing Aid Practitioners	12	86%	2	14%	14
	Licensed Practical Nurses	1,085	58%	774	42%	1,859
	Magnetic Resonance Technologists	8	73%	3	27%	11
	Medical Laboratory Technologists	96	77%	28	23%	124
	Midwives	7	47%	8	53%	15
	Naturopathic Practitioners	17	61%	11	39%	28
	Nuclear Medicine Technologists	8	80%	2	20%	10
	Nurse Practitioners	42	76%	13	24%	55
	Opticians	42	81%	10	19%	52
	Optometrists	7	50%	7	50%	14
	Paramedicine - Emergency Medical Responders (EMR)	981	95%	56	5%	1,037
	Paramedicine - Emergency Medical Technicians (EMT)	447	61%	280	39%	727
	Paramedicine - Emergency Medical Technicians - Paramedic (EMT-P)	118	62%	72	38%	190
	Pharmacists	124	54%	107	46%	231
	Pharmacy Technicians	220	96%	10	4%	230
	Physicians and Surgeons	597	96%	25	4%	622
	Physiotherapists	118	76%	38	24%	156
	Psychiatric Nurses	67	78%	19	22%	86
	Psychologists	155	96%	6	4%	161
	Radiation Technologists	6	43%	8	57%	14
	Radiological Technologists	81	81%	19	19%	100
	Registered Nurses	1,458	71%	599	29%	2,057
	Respiratory Therapists	98	87%	15	13%	113
	Social Workers	357	76%	114	24%	471
	Speech Language Pathologists	43	75%	14	25%	57
Total		6,899	74%	2,455	26%	9,354

Appendix A
2014 Labour Mobility Rates to Alberta for Out-of-Province Applicants

Occupational Groups[2]	Occupation Title[3]	A Alberta Applicants[4]		B Canadian Out-of-Province Applicants[5]		A + B Total Applicants[6]
Legal, Education and Government	Child Care Professionals (Assistant, Worker, Supervisor)	2,761	97%	77	3%	2,838
	Driver Examiners*	14	100%	0	0%	14
	Driver Instructors	168	99%	2	1%	170
	Lawyers	223	58%	162	42%	385
	Local Government Managers*	11	100%	0	0%	11
	Teachers	1,853	60%	1,261	40%	3,114
Total		5,030	86%	1,502	14%	6,532
Other	Hunting & Fishing Guides*	12	100%	0	0%	12
Total		12	100%	0	0%	12
Total in All Occupational Groups		32,599	76%	10,298	24%	42,897

[1] The data was reported by PROs in Alberta that received applications during a one-year time period from January to December 2014 and does not include internationally-trained applicants or license renewals. A survey of PROs within Alberta was conducted by the Labour Mobility Unit within Workforce Strategies Division of the Ministry of Labour from February to March, 2014.

[2] **Occupational Groups** are adapted from CERTinfo (Certification and Registration Requirements for Employment in Alberta) http://alis.alberta.ca/certinfo

[3] **Data on the trades occupations from Apprenticeship and Industry Training (AIT) was not included** as data on Out-of-Province applicants is not collected. In addition, **data was not received or could not be analyzed** for the following occupations: automotive sales person, interior designers, biologists, professional planners, asbestos workers, building operator A&B, fireman certificate, acupuncturists, combined laboratory & x-ray technicians, occupational therapists, podiatrists, vehicle inspection technicians, school business officials, security guards, private investigators, locksmiths, shorthand reporters, home economists and horse-racing occupations.

[4] **Alberta Applicants** includes new Alberta Applicants entering into regulated occupations in Alberta. The per cent of Alberta Applicants was calculated by dividing the Alberta Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of Alberta applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

[5] **Canadian Out-of-Province Applicants** includes certified workers from other Provinces and Territories entering regulated occupations in Alberta. The per cent of Canadian Out-of-Province Applicants was calculated by dividing the Canadian Out-of-Province Applicants by the Total Applicants and multiplying this value by 100. The data is intended to give an indication of the proportion of Out-of-Province applicants entering a regulated occupation in Alberta. The data does not include internationally trained applicants or license renewals.

[6] **Total Applicants** includes new Alberta applicants and certified Canadian Out-of-Province applicants entering into a regulated occupation in Alberta. The total reflects domestic supply only and does not include internationally trained applicants or license renewals.

* Denotes occupations that are only regulated in Alberta.

** Certified Management Accountants can practice in Alberta with certification from their home jurisdiction in Canada. No further Alberta certification is required.

*** Alberta does not have an audiologist educational program.